Components of Licensure: The Good, the Bad, and the Ugly

Master Social Work Students
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Objectives

- Understand the factors in making an ethical decision.
- Determine if licensure is Good or Bad.
- Ethics and licensure can operate in harmony
- Review licensure components

Components of Making an Ethical Decision

- Does the licensee receive an un-deserved benefit?
- Do rules exist prohibiting the activity?
- Does the action harm, lie, steal, or deceive the public?
Rationalization

Simply stated many people will justify their actions were ethical.

Ethics via Administrative Rule

The NASW Code of Ethics is one resource for practitioners with respect to practice and ethical issues, and selected sections from the NASW Code of Ethics have been incorporated into the rules of conduct. A licensee's professional conduct is governed by the board's rules of conduct, and a licensee may be disciplined for violation of these rules.

Licencure in Iowa

Governor appointed board members (licensees and public) develop and enforce administrative rules that govern the issuance, revocation, or suspension of licenses of an organization or individual engaging in a practice or activity specific to a profession.

Purpose of Licensure

The intent of licensure is to protect the public, assure licensees comply with the rules and regulations that govern their profession, and assure rules and regulations reflect current professional standards. The intent of licensure is not to deny licenses.
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Benefits of Licensure

- Public is Protected
- Professional standards are implemented
- Integrity of Profession is preserved
- Patients/Customers Trust licensees
- Levels playing field within each profession
- Licensee protection

Discipline

Discipline of licensees is a role of the licensure board, but NOT the primary role of the licensure boards.

Benefits to Employer

- Core competency trained staff
- Common language of job expectations
- Greater employee job satisfaction

Benefits to Employee

- Working with similarly credentialed staff
- Accountability (employer and employee)
- Greater employee job satisfaction
Practice Chapter

Most licensure boards have a practice chapter
- Social Work - Iowa Administrative Rule, Chapter 282
- Provides clarity to provide licensees guidance on how to perform functions within their profession

Social Work Laws and Rules

The profession of Social Work is governed by Chapter 154C of the Iowa Code

Administrative Rule Chapters
- Chapter 280 Licensure
- Chapter 281 Continuing Education
- Chapter 282 Practice
- Chapter 283 Discipline

Tips to successfully move from LMSW to LISW

1. Do not practice until your license is active
2. Submit Supervision Plan to the board office prior to beginning supervision
3. Supervision is a two to six year process
4. If changing a supervisor
   - Past supervisor must complete supervisor report
   - Licensee must send in new supervision plan to the board office
5. Keep copies of all documents submitted to the board office

The statutes and rules are there to assure the public has a safe experience
Practice Makes Perfect!

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The statutes and rules are in place to assure the public has confidence

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Online Licensure Services  
https://IBPLicense.iowa.gov/

- Apply for initial licensure
- Renew your license
- Reactivate your license
- Request a license verification
- Request a duplicate wallet card and/or wall certificate
- Attach documents to your licensure record

Questions??????

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